

DISASTER RESPONSE: REGIONAL DELEGATE RECRUITMENT AND TRAINING PROGRAMME

15 June 2000

***appeal no. 01.71/2000 GLOBAL PROGRAMMES - DISASTER RESPONSE
situation report no. 1/2000 - Special report
period covered: January - June 2000***

As a result of recruitment and training efforts, 85 nationalities are now represented among Federation delegates and almost 70 National Societies are supporting the programme. Three regional basic training courses have been scheduled for this year, notably to increase the pool of Spanish and Arabic speaking delegates. An International Recruitment Handbook is being produced in four languages.

The context

The Regional Delegate Recruitment and Training Programme has received continuing support during the year 2000 from an growing range of donor National Societies. There has been an encouraging increased involvement regarding exchange of human resources by all National Societies globally, including an emerging interest from Red Crescent Societies in the Middle East and North Africa. The change process has reached a certain level of sustainability so the central programme steering and coordination will be phased out gradually over the remaining part of the year according to plan. By the end of the year 2000, the Regional Delegate Recruitment and Training Programme will have been fully integrated into the budget and plan of the National Societies, the Federation Regional Delegations and the Federation Secretariat in Geneva, and will thus cease as a separate programme.

The aim of this initiative since its start in 1998 has been to consistently and actively encourage and train more National Societies to share their skilled human resources on a regional and international level. All National Societies and Federation Delegations have been invited to be trained in selection and assessment of potential candidates as well as how to process BTC applications and propose candidates for international missions through the Regional Delegations. Numerous experienced Human Resources Officers from National Societies and the Federation Secretariat have been involved in these training activities. Representatives of the ICRC also attended many of these training sessions.

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Many donor National Societies fund missions for regionally recruited candidates, for positions advertised in the List of Open Positions. The level of such sponsorship is expected to remain the same as in 1999, approximately CHF 2,000,000. In 1999, four regional Basic Training Courses for ICRC and Federation international staff were conducted in Budapest, Harare, Nairobi and Singapore in partnership with donor National Societies, the Federation and the Secretariat. During 2000 an additional three regional BTC are being implemented or are planned - Abidjan/Yaounde, Mexico and Amman. The percentage of National Society/Delegation BTC candidates recommended for international missions has increased to an average of over 85%, a significant improvement compared to the past where the recommended level varied between 15-40%. The approval rates from the various BTCs may be one indicator that the Regional Delegate Recruitment and Training Programme has had a positive impact on the pre-selection of the candidates. The other positive indicator can be found in delegates' performance evaluations after completed missions.

Sixty-eight National Societies now provide the Federation with human resources for international missions and the number is rising. The number of different nationalities among delegates stands at 85 as at May 2000. New donor National Societies contribute 23% of all international staff. This situation better reflects the international nature of the Federation, but there are still improvements to be made.

Latest events

During the first quarter of the year, Federation guidelines for Delegation-contracted staff within Federation Regional and Country Delegations, including procedures for regional deployment of staff, have been developed, in consultation with Heads of Regional Delegations and Secretariat staff members. The guidelines will be distributed to all Heads of Federation Delegations during the Geneva HoD meeting in June 2000.

The production of a Federation International Recruitment Handbook in four languages (cover layout enclosed) is progressing and the completion, pending sufficient funding from donors, will have the highest priority over the next coming months. All tools and procedures discussed and further developed in a "rapid prototyping process" by the National Societies and the Secretariat during the regional workshops are included in the Handbook for future reference and internal training of Human Resources personnel within any interested National Society.

The final regional workshops, conducted in the regions mentioned below as part of the final, Phase III of the programme, remain focused on training National Societies and Delegations in pre-BTC selection and assessment. As in all previous regional workshops the National Societies role in the Federation international programmes was discussed and there was a lively and constructive participation during the selection and interview sessions despite language barriers.

South Asia/Delhi Regional Delegation, Kathmandu 19 - 22 March 2000 (English)

The three day workshop, hosted by Nepal Red Cross and facilitated by Geneva Secretariat officers, was attended by all National Societies and Delegations in South Asia and the Red Cross Society of the Democratic Republic of Korea (the Afghan Red Crescent Society could not attend).

MENA II, Amman Regional Delegation, Jeddah 21-24 May 2000 (Arabic/English/French)

The three day workshop was hosted by the Secretariat of the Arab Red Crescent and Red Cross Societies in Jeddah and facilitated by a Secretariat officer supported by the Head of the Regional Delegation in Amman. The workshop was attended by 15 participants from National Societies in the Gulf and North Africa region.

Pacific, Fiji Regional Delegation, Cook Islands 29 July 2000 (English)

The one day workshop is planned to be conducted in connection with the regional programme planning meeting in Cook Islands.

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The entire training process will thereby be completed. Reports from all workshops are available at the Federation Secretariat.

Red Cross/Red Crescent action

- Throughout the year, the Programme Coordinator supports and reinforces the regional network of regional recruitment coordinators and Federation delegates in the Federation Regional Delegations in Abidjan, Almaty, Amman, Bangkok (KL), Budapest, Buenos Aires, Fiji, Guatemala, Harare, Nairobi, New Delhi, Santo Domingo, Yaounde and the Federation Delegation in Georgia (representing the Caucasus and Turkey). The support focuses on regional recruitment and human resource capacity building, in particular regarding National Societies' and Federation Delegations' capacity to identify, select and train delegates and staff. It also reinforces the need for a transparent and equitable selection criteria and process for BTCs and international missions. Employment Relation staff and the Programme Coordinator monitor and measure progress impact and take corrective action as needed.
- The very few National Societies and Delegations who have not been able to attend any regional workshop are given individual briefings, on request.
- The Federation also continues to promote links -- capacity building and financial support, between National Societies and partnership in the area of human resources development and organisation of BTCs.
- The Secretariat assists with fundraising for candidates identified through the regional recruitment programme. and selected as the most suitable candidate for a position advertised on the List of Open positions. The fundraising activities do not apply to candidates from National Societies who normally organise BTCs and contract delegates.
- Most National Societies organising annual BTCs now extend invitations via the Federation Secretariat (Employment Relations and Training and Support) to participants identified by sister National Societies and Delegations globally. The selection of the participants are according to the procedure developed within the regional delegate recruitment programme and the placement is coordinated by the Federation Secretariat. Financial support to cover the travel costs may be provided by the National Society organising the BTC, the Regional Delegation, or provided upon request from the Regional Delegates Recruitment and Training Programme budget included in this appeal.
- 1999 was a very positive year regarding Red Cross/Red Crescent collaboration in the area of BTC and international personnel. Donor National Societies linked up with Regional Delegations, to finance and help implement four regional BTCs. The BTCs were an excellent opportunity for learning and sharing experience for all partners. With the positive experience of last year, the following regional BTCs are scheduled to take place this year as a continuation of the process of helping National Societies to identify qualified participants:

Abidjan/Yaounde	French	4-9 June 2000	(implemented)
Mexico	Spanish	September 2000	(additional funds needed)
Nairobi/Harare	English	5-11 November 2000	(covered)
Amman	Eng/Arab	November 2000	(additional funds needed)

ICRC have pledged partial financial support to the Mexico BTC but additional funding is needed. We welcome additional new partners for the planned BTCs in Mexico and Amman - to cover two important language areas of the International Federation - Spanish and Arabic.

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Outstanding needs

See enclosed budget for year 2000/2001.

For 2000, there are outstanding needs in the following areas:

A) General Programme support

Handbook production	Budget 45,000 CHF	20% outstanding
BTC participation	Budget 30,000 CHF	50% outstanding

B) Financial contributions to the regional BTCs as mentioned above.

Mexico Regional BTC (Spa)	Budget 62,000 CHF	68% outstanding
Amman Regional BTC (Arab)	Budget 50,000 CHF	90% outstanding

C) Unearmarked funding for missions

Missions delegates RDRTTP	Budget 600,000 CHF	42% outstanding.
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External relations

The programme is supported by Dr Daniel Kealey, People in Development Ltd, who is specialised in International Personnel Selection and intercultural effectiveness and has been involved in advising on the development of the selection tools. Dr Kealey has kindly agreed to write the foreword to the International Recruitment Handbook which is being put together.

Contributions

See Annex 1 for details.

Conclusion

The Red Cross and Red Crescent Movement is accessing and utilizing its pool of human resources in a broader and more efficient manner. We would like to thank all National Societies and Delegations who propose qualified personnel for BTC training and make them available for international missions, as well as all sponsoring National Societies for their continued support. The Federation still has a shortage of experienced personnel with the right professional background and language skills. The Mexico and Amman regional BTCs are therefore of the highest priority, in order to replenish the global pool of international talents with communication skills in Spanish or Arabic.

Peter Rees-Gildea
Director
Operations Funding and
Reporting Department

Amanda Batra
Head, Employment Relations

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This and other reports on Federation operations are available on the Federation's website: <http://www.ifrc.org>

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BUDGET 2000/2001 Account G31210	Year 2000 in CHF	Year 2001 in CHF
• Workshop Implementation *)	44,944	0
• Individual participation in PNS organized BTC's (20 x 1,500 CHF for travel costs) *)	33,708	33,708
• Production of Recruitment Handbook *)	44,944	0
• Communication *)	11,236	0
• Administrative expenses *)	11,236	0
• Programme Officer 12 months	134,600	0
• Travel costs programme officer	12,000	0
• Evaluation (2001) *)		44,944
*) incl programme support costs (11%)		
TOTAL	292,668 CHF	78,652 CHF

Linked to the Operational appeals, the Federation also welcomes pledges from donor National Societies for mission costs for regionally-recruited delegates for Finance/Administration, Logistics, Disaster Preparedness, Institutional Development and other positions which require extensive Red Cross experience and specific language skills (Arabic, Spanish, Portuguese, and French).

Field Personnel assists in the fundraising of 600,000 CHF for such missions which can be pledged to Global Programme Account G31211.

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